# RACISM AND SEXISM

# Overview

- Define racism and sexism
- Identify factors in development of racism and sexism
- Identify racist and sexist behaviors
- Identify factors that support racism and sexism
- Identify social problems created by racist & sexist behavior
- Identify strategies for combating

# Racism and Sexism

The transformation of prejudice, based on race or gender, through the exercise of power and authority, against the group defined as inferior by individuals and institutions or organizations, with the intentional or unintentional support of the culture.

# Factors in Development of Racism and Sexism

- Contact
- Social visibility
- Unequal power
- Ethnocentrism
- Competition
- Stereotypes
- Gender role socialization

# Personal Racist and Sexist Behaviors

- Paternalism
- Ignoring
- Speaking for
- Testimonials
- Ethnic, racist & sexist jokes

# Personal Racist and Sexist Behaviors

- Frequent interruptions
- Stereotypical language
- Titles & ranks
- Denying opportunities
- Dubious supervision

# Factors that Support Racist and Sexist Behaviors

- **Reference Groups**
  - Groups or associations with like attitudes and like values, KKK, NOI, other fraternal organizations

- **Conformity to Norms**
  - It's easier to conform to the norms than to challenge an attitude
  - Rewards/punishment
  - People tend to get on the bus, go with

# Factors that Support Racist and Sexist Behaviors

- **Self-Fulfilling Prophecy**
  - **Influencing the behavior of another person by expressing our expectations of that person**
  - **If we assume that because someone is a minority, that they can't achieve the same level of competence as the majority, that is exactly what happens**

- **Pro-Sexism/Racism**
  - **Accommodating sexist/racist behavior by reinforcing it rather than questioning, checking, or opposing it.**
  - **Not as common today**
  - **Example: She doesn't want to break a nail, racist jokes about own group**

# Social Problems Created by Racism and Sexism

- **Deviant behavior acted out**

- **Inner group tensions in community**

- **Ineffective use of abilities**
  - **How many more doctor's, scientists, astronauts etc., that we could have without racism / sexism?**

# Strategies for Combating Racism and Sexism

- Awareness
- Education
- Participation
- Self-Analyze
- Acknowledging & understanding differences
- Commander’s responsibilities

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